

- 8) A system of claim 2, wherein said reporting is accomplished by PLAYERS participating in the CONTEST being reported.
- 9) A system of claim 2, including means for CONTEST PLAYERS to access CONTEST analyses during the on-going CONTEST.
- 10) A system in claim 2, including means for REPORTERS to collaborate.

**Abstract:**

This invention is a method and system for real-time reporting of team-member contributions to team achievement in a contest. The method segments the contest into plural aspects for reporting purposes. Each reporter reports one or more aspects of the contest. Plural reporters can report the same aspect of a contest. When there is a redundancy of reports for an aspect instance, a single report is selected to represent the instance reports for that particular aspect instance. The representative reports for all aspect instances are assembled to form a contest report.

The invention uses a game metaphor to provide enhanced entertainment to the reporter. However, this method and system is not limited to entertainment purposes. It can also be used where other motivations are present for the reporter. Reporters view a team contest and, using a pre-determined team-member performance measurement methodology, measure the contribution to team achievement made by one or more team-members during that contest. These measurements are submitted via a data entry device to the Reporting System where they are scored and reward values are assigned to the contest participants for their contribution to team achievement. Comparing the individual measurements to a standard, determines their compliance. A feedback mechanism notifies reporters of their measurement errors as an aid to improving their future accuracy. Reporters' validated measurements are filtered, scored, assembled into a CONTEST report and made available to all participating reporters. Optionally, the results are presented to the contest participants to guide the formulation of future competitive strategy. Measurement accuracy and scope of completeness is evaluated to determine the reporter's skill level. As his expertise in implementing the value system expands, the reporter progresses through a series of game skill levels. Reporters who discover refinements to the

value/reward system can recommend their adoption into the team-member performance measurement method being employed. Refinements can be incorporated in the team-member performance measurement method used by all reporters.

1. The first step in the process is to identify the team-member performance measurement method being employed. This is done by reviewing the current system and identifying the key components of the system. This includes identifying the key performance indicators (KPIs) that are used to measure team-member performance, the data sources that provide the information for these KPIs, and the methods used to collect and analyze the data. Once the current system is identified, the next step is to evaluate the system and determine if it is meeting the needs of the organization. This is done by comparing the current system to the desired system and identifying the gaps between the two. The final step is to implement the new system. This involves developing a plan for the implementation, communicating the plan to the relevant stakeholders, and monitoring the progress of the implementation.

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